

COMPLAINTS

The Board of Trustees recognizes the need to establish a process to allow employees and job applicants to have their concerns heard in an expeditious and unbiased manner. The Board expects that employees will make every effort to resolve complaints and disagreements informally before filing a formal complaint.

The Board prohibits retaliation against complainants. The Superintendent or designee may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint.

All matters related to a complaint shall be kept confidential and any document, communication, or record regarding the complaint shall be placed in a separate file and shall not be placed in an employee's personnel file.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 4900-4965	Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance
Ed. Code 200-262.4	Prohibition of discrimination
Ed. Code 35186	Complaints related to instructional materials, teacher vacancy or misassignment, and facility conditions that pose emergency or urgent threat
Ed. Code 44110-44114	Reporting by school employees of improper governmental activity
Gov. Code 3543	Public school employees' rights
Gov. Code 3543.1	Rights of employee organizations
Gov. Code 53296-53299	Disclosure of confidential information; whistleblower
Gov. Code 54957	Complaints against employees; right to open session
Lab. Code 1102.5-1106	Whistleblower protections
Management Resources	Description
Website	CSBA District and County Office of Education Legal Services
Website	CSBA
Cross References	Description
0410	Nondiscrimination In District Programs And Activities
1312.1	Complaints Concerning District Employees
1312.1	Complaints Concerning District Employees
1312.4	Williams Uniform Complaint Procedures
1312.4-E (1)	Williams Uniform Complaint Procedures
1312.4-E (2)	Williams Uniform Complaint Procedures

1312.4-E (3)	Williams Uniform Complaint Procedures
3320	Claims And Actions Against The District
3320-E (1)	Claims And Actions Against The District
4000	Concepts And Roles
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4033	Lactation Accommodation

Cross References

Description

4112.6	Personnel Files
4119.1	Civil And Legal Rights
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4119.23	Unauthorized Release Of Confidential/Privileged Information
4136	Nonschool Employment
4212.6	Personnel Files
4219.1	Civil And Legal Rights
4219.11	Sexual Harassment
4219.11	Sexual Harassment
4219.23	Unauthorized Release Of Confidential/Privileged Information
4236	Nonschool Employment
4312.6	Personnel Files
4319.1	Civil And Legal Rights
4319.11	Sexual Harassment
4319.11	Sexual Harassment
4319.23	Unauthorized Release Of Confidential/Privileged Information
4336	Nonschool Employment
9000	Role Of The Board
9321	Closed Session
9321-E (1)	Closed Session
9321-E (2)	Closed Session
9321-E (3)	Closed Session
9321-E (4)	Closed Session